



Youth Development Collective Theory of Change

Our beliefs about how system- and program-level strategies drive changes in outcomes for youth and young adults in King County

System-Level Strategies	Program-Level Strategies	Youth Skills & Dispositions	Youth Outcomes	Community-Level Outcomes
<p><i>Funding</i> is adequate, stable, and directed toward achieving equitable results</p> <p><i>Advocacy</i> efforts are focused on youth and families</p> <p>Intermediary organizations provide <i>training and technical assistance</i> to organizations</p> <p>Intermediaries promote <i>program quality</i> by supporting continuous improvement efforts</p> <p><i>Research</i> on effective practices informs strategy</p> <p><i>Data</i> is consistent, collected, coordinated, and disaggregated as appropriate</p> <p><i>Professional pathways</i> support strength and stability in the youth development field</p> <p><i>Youth are connected</i> to culturally relevant and appropriate services (intake, referral)</p> <p><i>Families</i> are partners in youth success</p>	<p>Youth build skills through <i>sustained participation</i> in youth development programs</p> <p>Programs use the <i>Washington State Youth Program Quality Standards</i> to continuously improve practice:</p> <ul style="list-style-type: none"> Cultural competence Physically and emotionally safe environments Supportive environments Positive interactions between and among youth and adults Youth voice, choice, and leadership Authentic family engagement <hr/> <p>Activities and strategies including (but not limited to):</p> <ul style="list-style-type: none"> Basic needs and housing support Case management Behavioral health services Expanded Learning Opportunities (STEM, Arts, Tutoring, etc.) Recreation, sports, and wilderness programs Reengagement and workforce readiness programs Leadership, service, and social justice programs Mentoring 	<p>Youth develop skills and dispositions for school, work, and life success:</p> <p>Motivation and Engagement:</p> <p>Future Orientation: <i>Hold positive beliefs about the future; Set goals and monitor progress</i></p> <p>Mindsets: <i>Believe that effort will bring success, and in own capacity to succeed</i></p> <p>Self-Management: <i>Assess and regulate feelings, emotions, and behaviors</i></p> <p>Belonging: <i>Perceive acceptance and support in schools, programs, and community</i></p> <p>21st Century Skills:</p> <p>Interpersonal Skills: <i>Effectively communicate; work with individuals representing diverse points of view; appreciate diversity; take the perspective of others</i></p> <p>Creativity: <i>Think creatively; restructure ideas to make a new contribution; take productive risks</i></p> <p>Critical Thinking: <i>Apply prior skills and knowledge to new circumstances; reflect; problem solve</i></p> <p>Social and Civic Values: <i>Believe in the value of contributing to the community</i></p> <p>Global Citizenship: <i>Engage with people from diverse cultures in a spirit of mutual respect and open dialogue</i></p> <p>Health Motivation and Awareness: <i>Motivation and requisite knowledge to make healthy choices</i></p>	<p>Youth are academically and vocationally prepared:</p> <ul style="list-style-type: none"> Attend school Make satisfactory academic progress Avoid disciplinary action Graduate from high school college- and career-ready Earn a postsecondary degree or credential Connect to the workforce <p>Youth are socially and civically connected:</p> <ul style="list-style-type: none"> Participate in extracurricular activities Achieve meaningful connection to community Maintain healthy relationships Participate in public life Practice inclusion <p>Youth are healthy and safe:</p> <ul style="list-style-type: none"> Experience physical, mental and emotional wellbeing Abstain from risky behaviors (violence, gangs, substance abuse) Achieve financial independence Access stable housing 	<p>Increases in:</p> <ul style="list-style-type: none"> Educational attainment Employment Economic prosperity Family stability Housing access Community safety Public health Volunteerism Civic participation <p>Decreases in:</p> <ul style="list-style-type: none"> Racial disparities High school dropout Unemployment Poverty Homelessness Violence Poor health

Our youth are healthy and safe, socially and civically connected, academically proficient, and prepared for living wage jobs.